



PERS-41

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From the Bridge

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Send comments and suggestions to
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Season's Greetings from your Shipmates in Millington! For the Team here in PERS-41, the holiday season coincides with the wrap-up of Surface Warfare Community administrative screening boards including Commander and Major Command. Among the key takeaways from this year's Major Command board was a focus on identifying skill-sets the Navy needs for the future.

From a career management standpoint, many of these skills are built early in a career – as early as the first shore assignment post-Division Officer. It is worth noting that some of the most sought after specialty areas: Financial Management, Operations Analysis and Anti-Submarine Warfare are each available via Naval Postgraduate School (NPS). For those of you thinking about graduate education for yourselves or your Officers, NPS is definitely worth a good hard look.

January 2011 will kickoff our annual detailing trip to the Washington D.C. area to coincide with the Surface Navy Association (SNA) National Symposium in Crystal City, VA, January 11-13. For the D.C. crowd, this is a prime opportunity to meet your Detailer in person. Also in the queue are Newport SWOS/NWC visits, Mayport, the Pacific Northwest region and the always exciting Spring ship selection events for USNA and NROTC.

Newsletter details include stats from the recent Major and Commander Command boards, adjustments to our Surface Warfare career path and DIVO sequencing plans and several highlights on the career path including a focus on Special Mission (including XOSM and COSM jobs) and on first tour JO manning on ships.

As always, feel free to let us know how we can improve. I look forward to seeing you in person at SNA National or on the waterfront!

Sail Safe & V/r,

CAPT John Nowell
PERS-41

Community News – DOSP Changes

Division Officer Sequencing Adjustment

As a measure to enhance the experience base of Officers assigned to afloat units and provide more opportunity for core professional growth, we have adjusted the career path to include three additional months of sea time to the overall Division Officer tours. Effective 1 January 2011, Division Officer tour lengths will increase to 30 months for the 1st DIVO tour and remain 18 months for the 2nd DIVO tour. DOSP option choices will also be simplified to include only two options; **DOSP Fleet-Up** and **DOSP Single Longer Tour**.

DOSP options continue to be an effective means to build a solid foundation of afloat and operational experience while affording diverse Division Officer experience tours. DOSP options provide a path for select individuals to remain onboard their first ships for the totality of their Division Officer sea tours, allowing individual Officers and commanding Officers to capitalize on corporate knowledge gained to date. The advantages of executing a DOSP option are numerous and include wardroom continuity, geographic stability, assignment diversity, and opportunity for specialization, etc.

Under the new system, two DOSP options are available: DOSP Fleet-Up and DOSP Single Longer Tour. Mechanics and constraints are as follows:

DOSP Fleet-Up: For DOSP Fleet-up, a Division Officer extends onboard for an additional 15 months (45 months total DIVO time) and “fleets up” to any 2nd DIVO billet. These Officers will notionally complete 21 months as a 1st tour DIVO followed by 24 months as a 2nd tour DIVO. Of note, time spent attending schools required for the 2nd DIVO assignment will NOT count toward the 45 months total Division Officer time. This means the adjusted PRD may be greater than 45 months in order to account for pipeline training and ensure the Officer completes a full 45 months onboard. Officers on non-Aegis ships can still request Aegis training and assignment to an Aegis ship/billet under this option.

As an example, an Officer fleeting up to FCO on an Aegis platform would have his/her timing modified accordingly:

- 1st DIVO Tour length reduced from 30 months to 21 months
- 2 to 3 months of pipeline training with orders and funding from NPC
- 2nd DIVO Tour length 24 months
- Total afloat DIVO tour time is 45 months (2 to 3 months of training NOT included)

DOSP Single Longer Tour: With a Department Head commitment, an Officer’s total DIVO sea time may be reduced from 48 months to 39 months under the DOSP Single Longer Tour.

DOSP Single Longer Tour Officers can fill any DIVO billet, but commands are responsible for any required training associated with that billet.

To initiate a DOSP option, an Officer must submit a DOSP option PRD adjustment request with Commanding Officer’s endorsement to PERS-41. This request should be submitted NLT one year from the PRD of the Officer in the applicable 2nd DIVO billet to ensure a relief is not identified. Commands are not authorized to DOSP an Officer into a 2nd DIVO tour billet if another officer has already been slated to this billet by PERS-41.

*The new system includes two DOSP options: **DOSP Fleet-Up** and **DOSP Single Longer Tour***

The number of DOSP’s per command is increased to the maximum number of 2nd tour billets minus one. For example, commands with four 2nd DIVO billets, are authorized three executed DOSP’s at any one time. A DOSP Officer will not count against a command’s DOSP number until the DOSP is executed/commenced. For a DOSP Fleet-up, DOSP commences with the 24-month 2nd DIVO tour. For a DOSP Single-Longer Tour, DOSP commences upon completion of 30 months onboard.

To ensure efficient management of billet and Officer inventories, PRDs of the incumbent 2nd Tour DIVO and the prospective DOSP Officer must match. If there is a PRD mismatch between the two Officers, the mismatch will be adjudicated as follows:

- If the incumbent Officer’s PRD is later than the proposed DOSP Officer’s PRD, the DOSP execution will not commence until the incumbent’s PRD.

- If the proposed DOSP Officer’s PRD is later than the incumbent Officer’s PRD, the DOSP execution will not commence until the proposed DOSP Officer’s PRD (adjusted to 21 months).

Commands are encouraged to notify their Placement Officers of potential DOSP’s as early as possible, and not less than a year from the incumbent’s PRD. Potential DOSP option Officers must submit DOSP option requests to his/her Detailer for review & processing. Upon approval of the DOSP request by PERS-41, the command will receive DOSP orders in message traffic.

These changes will impact all new 1st DIVO with orders released after 1 January 2011 (30 month first tour). Officers under orders to first DIVO tours under the previous system (27 month first tour) will NOT be required to complete DIVO tours according to the new 30-month model.

Community News

SWOS PCO Course Changes

Surface Warfare Officers Schools (SWOS) has added a fifth convening to the following courses:

- Major Command - (Major Commanders)
- Prospective Commanding Officer - (PCO's and PXO's)
- Senior Officer Ships Material Readiness Course (SOSMRC) - (PCO's)
- Special Mission Executive Officer/Commanding Officer

As a result of adding the fifth convening, it was necessary to change the dates for all classes with the exception of the Jan 11 convening. The change in course dates will result in Order Modifications (ORDMOD) for all those Officers confirmed in the April, July, and September/October classes.

PERS 41 is in the process of reviewing class rosters and adjusting Officers to the appropriate courses. When the class rosters are finalized, Officers will be informed by their Detailer of their new course convening and training track before the final ORMOD is released. These changes were necessary to improve throughput and flexibility in delivering quality training for Senior Officers. We appreciate your patience as we work through the changes. Specific dates below:

Major Command (A-4H-0110) (214T)

CLASS	CONVENE	GRADUATE
11020 121	18 JAN 11	04 FEB 11
11030 122	21 MAR 11	08 APR 11
11040 123	23 MAY 11	10 JUN 11
11050 124	25 JUL 11	12 AUG 11
11060 125	26 SEP 11	14 OCT 11

Senior Officer Ships Material Readiness Course (J-7A-1550) (06UN)

CLASS	CONVENE	GRADUATE
11020 005	28 FEB 11	01 APR 11
11030 006	02 MAY 11	03 JUN 11
11040 007	05 JUL 11	05 AUG 11
11050 008	06 SEP 11	07 OCT 11
12010 009	07 NOV 11	16 DEC 11

Prospective Commanding Officer (A-4H-0111) (0327)

11020 255	03 JAN 11	25 FEB 11
11030 256	07 MAR 11	29 APR 11
11040 257	09 MAY 11	01 JUL 11
11050 258	11 JUL 11	02 SEP 11
11060 259	12 SEP 11	04 NOV 11

Special Mission Executive Officer/Commanding Officer (A-4H-0112) (0328)

11010 307	08 NOV 10	24 NOV 10
11020 308	18 JAN 11	04 FEB 11
11030 309	21 MAR 11	08 APR 11
11040 310	23 MAY 11	10 JUN 11
11050 311	25 JUL 11	12 AUG 11
11060 312	26 SEP 11	14 OCT 11

XO/CO Turnover Policy

Based on feedback from the fleet, an XO/CO fleet-up turnover policy was recently approved by Surface Warfare leadership. The policy affords the fleet-up CO a brief respite to help mentally prepare for the responsibility of Command and recharge batteries. It is expected that a short period of transition time "off-ship" will help provide a clear transition period for crews to recognize the new XO and the outgoing XO as PCO. A notional turnover schedule might include:

- 1 week – XO turnover w/ inbound XO
- 2 weeks – Leave period for outgoing XO/PCO or no-cost TAD at ISIC or TYCOM
- 1 week – CO turnover with PCO

Each Command will ultimately determine the turnover plan to best fit the ship's schedule. This policy would generally not apply to deployed units but exceptions could be implemented based on unique circumstances. Commands are expected to coordinate no-cost TAD / Leave periods (recommend no-cost TAD).



Community News

SWOS Intro Course

The Surface Warfare Introduction Course, offered by all regional ATGs, has now exceeded 800 graduates. Since its inception in late 2008, the course, commonly referred to as “baby-SWOS” in the fleet, has undergone many changes in response to helpful feedback garnered from the deckplates. Envisioned as a cost effective replacement to the SWOS of a decade ago, where students attended prior to reporting to their ships, the new SWO Intro Course is ideally suited for Division Officers after they have reported to their command and familiarized themselves with shipboard life.

After a short time aboard their new ships, DIVOs may be sent under no-cost TAD orders to a regional ATG facility that offers the SWOS Intro course. Originally a three week course, ATG has expanded the curriculum to include a full week of Leadership taught by the Center for Personal and Professional Development (CPPD), 9mm gun qualification, and increased shiphandling training – resulting in a five week course designed to prepare first tour Division Officers for shipboard success. In addition to CPPD instructors, fleet experts from afloat and ashore commands augment the instructor base with an emphasis on “Back to Basics” principles.

Classroom training covers everything from basic Damage Control to Maneuvering Boards to the Navigation Rules of the Road. Hands-on training includes time at the pistol range to earn 9mm qualification, RHIB training, the DC wet trainer, onboard zone inspection demonstration, and 3M spot-check instruction. At the conclusion of the course, DIVOs return to their parent afloat commands to resume a SWO qualification track that includes attendance at SWOS in Newport, RI as the culminating step.

Over course of the past two years, ATG, SURFOR, and SWOS have collected feedback made adjustments in order to provide effective training that aims to meet fleet needs. There is more work to be done to evolve and improve the SWO Intro course over the next few years. With that in mind, support and feedback from the waterfront is both welcome and necessary to continue refining this important training opportunity for future Surface Warfare Officers.

If you have additional questions or comments, you are invited to send them to the SWO Intro Coordinator at ATG San Diego, LT Diane Mayhugh, email diane.mayhugh@navy.mil.

Board Support - Always a Good Idea

Serving as a board member or Assistant Recorder for administrative and/or statutory selection boards is an invaluable opportunity to obtain insights into the board process, enhance your understanding of the FITREP system and sharpen career counseling. While the traditional Surface Warfare community boards tend to be in highest demand, NPC sponsors and conducts a wide range of selection and screening boards throughout the course of the FY. Each of these boards provides a unique view into board conduct and helps demystify the process.

If serving on a board sounds like an opportunity you are interested in – contact your Detailer to let them know the range of dates you might be available for board support. You can also check the NPC website for the latest FY board schedule to be more informed on boards that might have vacancies.

LPD-17 Department Head Manning Adjustments

We continue to respond to fleet manning concerns across all ranks in the LPD-17 class. Surface Warfare leadership has recently approved modifications to the Operations and Engineering Officer Department Head manning in the LPD-17 class. The Operations Officer, currently a first tour DH, will become a second tour DH and the Chief Engineer billet will alternate between a first tour 1110 Department Head and an 6130 Engineering LDO (similar to LSD-41 CHENG manning). In addition, pre-commissioning LPD-17 Chief Engineer billets will be manned by a 6130 LDO.

This effort is an attempt to improve the readiness of this class of ship in the following ways:

- Provide a more experienced Operations Officer to better support the LPD's mission as ARG primary control ship and to support embarked staff
- Due to the greater number of first tour CRUDES OPS billets, a second tour OPS DH will infuse more diversity to the LPDs from officers that served first tours in DDGs and FFGs
- Assigning an LDO Engineer to Pre-Comm LPDs provides Engineering technical and management experience to help build a high quality Engineering foundation from the start.
- Alternating 6130s and 1110 provide technical expertise to the this billet while balancing LDO inventory constraints and SWO DH opportunity

PERS-41A & 410 – Captains & Post-Command CDRs

In Focus

Our focus of effort remains getting you screened for your next career milestone; administrative screening to Major Command and/or statutory promotion to O-6. Many of you have asked for feedback on Major Command board results. The stats are offered below for general consumption.

FY12 Major Command Board

The FY12 Major Command board adjourned 18 November 2010 and was charged with the difficult task of picking the best and fully qualified Officers from a highly competitive group. The membership included Admirals Frank Pandolfe, Scott Hebner, Mike Tillotson (EOD), Buzz Little (FTS), Sean Pybus (NSW), Rich Landolt, Jim Murdoch, Pete Gumataotao, Craig Faller, Chuck Gaouette, Mark Montgomery, and Captains Vic Mercado, Frank Ponds, Pat Rabun, Rick Williams, Lisa Franchetti, and Dan Henderson (LDO).

41 of 133 SWOs were screened for Major Command. As always, proven and sustained superior performance in Commander Command was the primary consideration. Joint education/experience, IA/GSA assignments, and potential for future contributions following Major Command all proved significant factors as well.

The following factors provided the best opportunity to screen for Major Command. These factors remain a consistent theme for SWO Major Command selection:

- Performance as a CO in Commander Command was the primary factor influencing screening
- For those without hard breakouts during their Commander Command Tour, post Command at sea tours (FDNF, Strike Group Staffs, Fleet, and other afloat units) weighed significantly in selection
- Diverse and challenging assignments, particularly in significant community jobs (TYCOMS, N86, SWOS, BUPERS, etc.) played in selection
- Joint education, Joint tours, and JQO designation were factors considered by the board
- Experience and skill sets (FM, OA, NOPC, BMD, USW...) that could be applied to post Major Command tours were also discriminators
- IA and GSA assignments were positively viewed
- Command achievements, particularly in the areas of mission accomplishment, operational performance, developing and training of subordinates, retention, innovation and command climate were rewarded

Board Stats

Current Duty Station for the 41 SWO Major Selects

- * One is serving at ATG
- * One is serving at CNAP
- * One is serving at CNRF
- * One is serving at an ESG
- * One is serving at CNSP
- * One is serving at C7F
- * One is serving at USFFC
- * One is serving at NAVCENT
- * One is serving at MDA
- * One is serving at USNA
- * One is serving at NPTU Ballston Spa
- * One is a student en route a RO tour
- * One is serving at SWOS
- * One is serving at AFRICOM
- * One is serving at PACOM
- * Two are serving at CSGs
- * Two are serving at NPC
- * Two are serving on GSAs
- * Two are serving at BUPERS 3
- * Two are serving at OSD
- * Two are serving at JFCOM
- * Three are serving at OPNAV
- * Four are serving at JCS
- * Seven are serving as Reactor Officers

FY10 Board Statistics

- * 30.8% Overall Board Rate

SWO Individual Demographic Selection Rates

- * 52.6% (10 of 19) Nuke
- * 33.3% (7 of 21) Diverse
- * 35.7% (5 of 14) FTS
- * 30.8% (4 of 13) GSA/IA tour
- * 34.5% (20 of 58) OPNAV tour
- * 40.0% (6 of 15) NPC tour
- * 50.0% (5 of 10) OSD tour
- * 47.1% (16 of 34) JCS tour
- * 18.8% (6 of 32) Other Joint tour

SWO Selectee Statistics

- * 97.6% have Masters Degrees
- * 95.1% have JPME Phase I
- * 31.7% have JPME Phase II
- * 26.8% are JQOs

Board Support

Serving as a board member is a great opportunity to enhance your understanding of the FITREP system, meet community leadership and improve your understanding of career management. We are always on the lookout for opportunities to place 1110 PCCs and Captains on boards. If serving on a board is opportunity you are interested in – let us know and we'll work to find an opportunity for you.

PERS-411 – CDRs and LCDRs

FY12 Commander Command Board Stats

The FY12 Commander Command Board adjourned 16 December 2010. The Board had the difficult task of picking the best and fully qualified Officers from a highly competitive group. This board was the first look for Year Group '98 (PYG08 to LCDR) and was the third look for PYG05 Officers previously screened for XO. This was the first implementation of a third look into the Fleet-up career path. Specific stats from the board are provided below.

The Board members included: Rear Admiral Dave Thomas who served as Board President along with Admirals Jim McManamon, Bob Girrier, and Pete Fanta, and Captains Bob Hospodar, Sam Howard, Brad Mai, Pat Piercey, Charlie Williams, Paul McElroy, Lisa Franchetti Bill Nault, Jim Kilby, Jesse Wilson, Rich Clemmons, Sly Moore, and Conrado Alejo.

Performance as a Department Head was the primary consideration in Commander Command screening. Breakouts (hard or soft) against peers was the key metric. Performance as an XO was considered for the third look eligibles.

From a group of 264 eligible SWOs in front of the board:

- 54 Officers selected for Command; 49 for Command Afloat and 5 for Special Mission Command.
- 46 officers from PYG08 selected for Command Afloat, 3 officers from PYG05 selected for Command Afloat, 5 officers from PYG05 selected for Command Special Mission.
- 10 out of 19 Surface Limited Duty Officers were selected for Command Ashore.

In selecting the best and fully qualified Officers for Commander Command, the Board considered the following:

- Performance as a Department Head was the primary consideration in Commander Command screening. Breakouts (hard or soft) against peers was the key metric. Performance as an XO was considered for the third look eligibles.
- Performance by an Officer having early Command was specifically recognized.

- Performance in diverse and challenging at-sea assignments was recognized. However, the type of platform in which an Officer completed their Department Head tours had no bearing on screening.
- Early and consistent recommendations for Commander Command from different reporting seniors were important.
- Post Department Head performance in significant Surface Community and major staff (OPNAV, BUPERS, TYCOMS, SWOS, etc.) assignments was recognized.
- Command achievements in the areas of operational performance were recognized.
- Officers who remained at sea in challenging Post Department Head assignments (Ship, Strike Group Staff, FDNF, Fleet Staffs, etc.) were recognized.
- Officers who were serving in or had completed Individual Augmentation (IA) or GWOT Support Assignments (GSA) were specifically recognized.
- Completion of a Master program (regardless of major) and JPME Phase I was an advantage.
- Language proficiency was recognized.
- Official photograph in the current rank was utilized to determine military bearing and physical fitness.

Congratulations to all the selects!



PERS-411 – CDRs and LCDRs

I've Screened XO Special Mission – Now What?

First of all, congratulations! Although you may be feeling a little disappointed at not screening for Command, you should remind yourself that achieving a milestone screening never has and never will be a fait accompli AND more importantly, with a 3rd look, you are still in the hunt for Command!

In most cases, Officers screened for XOSM will be accelerated into the XOSM milestone tour in order to advantage your record for statutory promotion as much as possible. Your detailee, specifically the XO Slating Officer, will look to get you into your XOSM assignment (milestone tour) as soon as feasible for two principle reasons: to position you as best as possible for Command screening (administrative screening) and to position you as best as possible for O-5 selection (statutory promotion).

Officers screened for XO (both Afloat and Special Mission) will receive their third and final look for Command two years after receiving their second look for Command. The ideal position for the third look is to have completed or be in the XOSM milestone assignment. This is important because it is another discriminator that board members can use to gauge your professional portfolio and viability for Command. For statutory promotions, having completed the XOSM milestone tour is the most reliable way to signal the board that you have achieved a milestone screening.

With that in mind, it is ABSOLUTELY IMPERATIVE that every FITREP that you receive from the time you screen for XOSM until the time you are selected for O-5 states that you are an **XO Special Mission screened Officer**. This stipulation is specifically meant to address statutory (i.e. promotion) boards because, try as we might, we will not be able to get every XOSM into their milestone assignment prior to their O-5 board and those not in their assignments will have no means of communicating their screening status to the board (NOTE: you cannot submit letters to statutory boards). At the O-5 board you are competing with other SWOs, Aviators, Submariners, SEALs, and EOD for promotion and the words in your FITREPs are the only way to definitively communicate your status to the board members. Unlike administrative (i.e. milestone screening - DH, XO/CO Fleet Up, Major Command) boards that are community specific, the O-5 board will be comprised of members representing the aforementioned communities, and while a SWO reading your record will understand that AUXO on a CVN or DCA on an LHD is an XOSM milestone billet, an Aviator or URL Officer may not, for example.

As an XOSM screened Officer you have one of the most diverse pools of billets to pick from in terms of billets and locations. XOSMs serve as AUXOs and DCAs on CVNs, DCAs and C5I Officers on LHDs, Chief Staff Officers in MPSRONS and MSRONS, XOs in ACUs and RIVRON 3, and OICs on HSV-2; and serve in these billets in Fleet Concentration Areas and locales INCONUS and around the world (Norfolk, VA; Jacksonville, FL; Seal Beach, CA; Guam, and Diego Garcia are but a few examples).

So now that you've screened for XOSM, the answer to, "now what?" is simple: keep performing at the highest levels so that you can achieve even greater success! Good Luck!

The next administrative screening look for XOSM screened Officers is the 3rd look for CDR Command. Following COSM tours, the next administrative screening is Major Command.

CO Special Mission

Under the Third look screening system, an Officer will screen for COSM on their third look for CDR Command. This look occurs two years following the second look for CDR Command; it is during the second look that Officers are selected for XO afloat and XOSM. Once screened for COSM, Officers go into the COSM bank of officers previously selected to await slating to a COSM assignment. An Officer's number in the bank is determined by lineal seniority. However, a combination of factors including seniority, PRD timing and other considerations will determine when an Officer is slated.

PERS-41 has between four and six COSM billets per slate, which occur every quarter. COSM billets include BMUs, ACUs, RIVRONS, MSRONS, USS CONSTITUTION, NRDs, BRIGS, PRTs, and a few others. Not every type of billet will be represented on each slate. Officers to be slated will receive an email from the CDR Command Detailee notifying them of the coming slate and requesting their preferences. Specific timing for each billet varies and will include, on average, a four-month training pipeline. Our goal is for Officers to have completed their command tours prior to their first look for Major Command and O-6 (the first look for Major Command occurs five years following the promotion year to CDR. For example, PYG11 CDR promotes will receive their first look at Major Command in November 2016).

PERS-411 – CDRs and LCDRs

Command Qualification Instruction for 3rd Look Officers

Per COMNAVSURFORINST 1412 promulgated in May 2010, the Command qualification is expected to be completed on sea duty. The December CDR Command Board was the first board to include grand-fathered third look candidates, some of whom did not have the opportunity to complete the command qualification prior to leaving sea duty (e.g. Officers who are no longer in their XO or XO-SM positions). We are aware of several Officers in PYG06 and 07 (the remaining grandfathered third look YGs) in this category.

With these Officers in mind, the CNSF instruction does allow for individual officers to request an exception to the standard qualification procedure from the Type Commander should they be unable to complete the qualification afloat. As a reminder, while not required for screening to CDR Command via third look, the Command Qualification is expected to eventually become a discriminator for screening.



JAWS Opportunity for O-4/5 SWOs

Joint Advanced Warfighting School (JAWS) is available for post-Department Head O-4/5s. Graduates are afforded full JPME (JPME I and II), the Operational Planner (JP3) AQD and a graduate degree. Truly a GREAT deal for SWOs looking to gain a Masters and JPME credit.

The JP3 AQD for Operational Planning experience makes JAWS even more appealing to Officers seeking entry into the URL Specialty Career Path (SCP), which includes Navy Operational Planner as a discrete subspecialty area. JAWS Graduates must complete a Joint follow-on assignment upon graduation.



Command Qualification is not a requirement for Command screening. However, attainment of a Command Qualification may advantage a record at administrative boards



War College Opportunities

Officers interested in War College should contact their detailer. Summer/Fall classes convene according to the following schedule:

School	RNLT	Convening
Navy Senior	05AUG11	08AUG11
USMC Senior	01AUG11	01AUG11
Air Force Senior	18JUL11	25JUL11
Army Senior	21JUL11	26JUL11
ICAF	05AUG11	08AUG11
National	05AUG11	08AUG11
JAWS	24JUL11	24JUL11
Navy Intermediate*	05AUG11	08AUG11
USMC Intermediate	02AUG11	02AUG11
Air Force Intermediate	01AUG11	09AUG11
Army Intermediate	24JUN11	08AUG11

* 5 of the 8 seats for the Navy Intermediate course require Maritime Advanced Warfighting School (MAWS). Students are enrolled in the War College curriculum concurrently with the MAWS curriculum, so MAWS students have a larger course load throughout the year. MAWS students spend an additional 3 months at War College conducting their Capstone "Direct Support" Planning Project. Upon graduation, MAWS students must fill a planner billet (unless headed to a milestone billet).

New Detailing Business Rules for Post-Department Heads

In response to significant fleet feedback, PERS-411 has revised the Post-Department Head detailing process. *This revision is aimed at enhancing fairness within the detailing process while providing more flexibility to fill assignments based on community leadership priority.* PERS-411 remains focused on placing the right talent and skills into the jobs our community most needs - while striving to accommodate your individual desires in a fair and equitable way.

The previous LCDR/CDR detailing process relied upon a first come-first served methodology that was both frustrating for Officers up for orders and for Commands seeking qualified, skilled reliefs. In particular, Officers unable to access the latest downstream fills lists and "pick first" (due to being afloat or overseas, e.g.), may not have been detailed in the most efficient or effective manner. The new model, based on the submission of preferences based on PRD (vice "pick first") and subsequent reconciliation, is effective immediately. For specifics, see the Surface Warfare page on the NPC website: <http://www.npc.navy.mil/Officer/SurfaceWarfare/>

PERS-412 – Junior Officers

Surface Warfare – a great place for junior Officers to develop lasting skills and take advantage of a variety of experiences ashore. The SWO community provides superb opportunity to experience diverse, career broadening tours between Division Officer (DIVO) and Department Head afloat. Leveraging immediate leadership opportunity and the skills developed during afloat DIVO tours, today's SWO career path can include a wide variety of diverse, non-traditional tour options between DIVO and DH. Often overlooked against the backdrop of at-sea assignments, the window between DIVO and DH is an opportunity in waiting.

The implementation of the Fleet-up career model affords post-DIVO Officers upwards of 3.5 years (see revised DOSP options) to pursue a wide range of interests including Graduate Education - often fully funded and including JPME, Flag Aide jobs, Expeditionary Warfare assignments, GSI/IAs, PEP, overseas tours, and traditional shore duty options. There is even a Career Intermission Pilot Program (CIPP) that affords Officers up to a 3-year sabbatical to pursue personal pursuits.



SWOCP and JOCSRB

Surface Warfare Officer Continuation Pay and Junior Officer Critical Skills Retention Bonus remain top items of discussion and education with Junior Officers. Officers must understand that the bonuses received in conjunction with committing to Department Head are funded via two separate methods.

SWOCP: The governing instructions for SWOCP are SECNAVINST 7220.84, OPNAVINST 7220.8, and NAVADMINs 281/99 and 004/02. SWOCP is \$50,000, and Officers can delay submitting a SWOCP contract until their last day at DH School.

JOCSRB: The Critical Skills Retention Bonus is governed by NAVADMIN 012/06 and pays \$25,000. In order to receive CSRB, **"Applications must be received prior to the YCS six anniversary."** It is important to discuss this timeline with your Officers so they clearly understand the financial impact of delaying their career decision past the 6YCS point.

SURFACE WARFARE

SHIPMATE... IN THE SPOTLIGHT

ONE SWO'S STORY

Name: LT Mitch McGuffie
First DIVO: USS BENFOLD (DDG65)
Repair Division Officer & Main Propulsion Assistant, San Diego, CA
Second DIVO: Bridge Watchkeeper, HMS CORNWALL (F99), Plymouth, England
Ashore #1: Navy Senate Liaison Officer, Office of Legislative Affairs, Washington, DC
Current assignment: Department Head School, Newport, RI as Prospective Operations Officer, USS LABOON (DDG58), Norfolk, VA

On Surface Warfare:
"FLEXIBILITY within the Surface Warfare community makes it the ideal career choice for Officers looking to rapidly build a compelling portfolio of leadership and work experience early in their careers. The range of OPPORTUNITIES available to junior Officers within the SWO community; for early command, shore assignments and graduate education programs, is unmatched. Whether at the highest levels of our Nation's political and military leadership, or among our naval allies around the world, Surface Warfare is universally recognized as demanding crucible -- from which many great leaders have emerged. I am extremely proud to stand alongside the outstanding men and women in our community, and look forward to continuing my SERVICE as a Department Head at sea."



FLEXIBILITY OPPORTUNITY SERVICE



PERS-412 – Graduate Education

The SWO community's top priority for Junior Officers during their first shore tour remains the opportunity to complete graduate education and Joint Professional Military Education Phase 1 (JPME Ph 1). While numerous paths exist, from in-residence programs at the Naval Postgraduate School (NPS) to the use of GI Bill benefits, the overall landscape of graduate education is changing as a result of increased demand for the available opportunities. Early communication with your Detailer on your desires and intent remains the best way to pursue graduate education.

For all programs, with the sole exception of NWC, Officers must not have already participated in a fully funded graduate education program. Visit the [PERS-412 Division Officer website](#) for details on graduate education programs.

USNA LEAD: PERS-412 has 4-7 billets annually for the USNA Leadership Education and Development Program (LEAD). In the first year of the program, Officers earn a Master's degree of Professional Studies in Leadership Education and Development from the University of Maryland. Following the academic portion, two years are spent as a Company Officer. PERS-41 holds a selection board in the Fall each year for Officers to enter the program in May of the following year. SWOCP is required once selected. The FY11 USNA LEAD board was held on 30 November 2010 and the FY12 USNA LEAD board is planned for NOV 2011.

USNA GE+T: The USNA Graduate Education plus Teaching (GE+T) program provides approximately 12 months of graduate education at either a selected civilian institution in the Baltimore, MD/Washington, DC area or the Naval Postgraduate School, directly followed by a two-academic-year teaching assignment at USNA as an Officer-instructor. USNA GE+T requires SWOCP once selected and is open to many fields of study, both technical and non-technical. For additional information about GE+T visit <http://www.usna.edu/AcDean/offpos/get.html>.

Naval War College: NWC's Fleet Seminar program, located in most fleet concentration areas, provides a program for Officers to earn JPME Ph 1 without attending NWC in-residence. Additionally, by taking three qualifying electives (9 credits), an Officer may earn a masters degree through the NWC Graduate Degree program.

In a few cases where short-notice quotas are available, PERS-41 may be able to send senior Lieutenants to the in-residence Intermediate War College under a rank waiver. Contact your detailer and visit <http://www.nwc.navy.mil/> for more details.

Naval Postgraduate School In-Residence Programs: NPS remains the best choice for completing graduate education. Officers earn their degrees while in-residence at NPS, earn JPME Ph 1 and are afforded an excellent quality of life. SWOCP is not required to attend NPS, with the exception of the MBA and NSA programs, for which we hold a quota competition twice per year (typically in November and May). JPME Ph 1 is included in the majority of the curricula.

FY12 quotas will be confirmed in May and spots are filling for FY12 curricula! Due to increased demand for NPS, additional curriculum groups could become competitive. Contact your detailer early with primary and alternate curriculum requests. Visit the [NPS website](#) for more information.

NPS MBA and NSA Board: Quotas for the NPS MBA and NSA programs remain very competitive. PERS-41 holds a semi-annual board to select the best-qualified Officers to attend these programs. The next board will be held in May 2011 for Officers available to start the MBA or NSA program in January and March of 2012.

NPS Distance Degree Programs: NPS offers a number of distance learning degree programs. Students must gain command concurrence to enroll in the distance program and attend class one day a week during business hours. Programs include:

- Executive Master of Business Administration (EMBA)
- Master of Mechanical Science Engineering Science – Mechanical Engineer (MSES-ME). This program is geared toward Nuclear Powered trained Officers.
- Masters of Systems Analysis (MSA)
- Systems Engineering (SE)

FY12 NPS Quotas Still AVAILABLE!! Contact your JO Detailer if interested!

Curriculum	Start Date
Manpower Systems & Analysis	1106
Undersea Warfare	1103 & 1109
Operations Analysis	1103
Electrical, Electronic & Computer Engineering	1106
Combat Systems Science & Technology	1106
Modeling, Virtual Environments & Simulation	1109
Information Warfare	1109
Space Systems operations	1109

PERS-412 Division Officers

Surface Nuclear JO Management

Like conventional Surface Warfare Officers, SWO(N)s serve in two division officer assignments but the timing and sequence of those tours are different and designed to ensure SWO(N)s get adequate nuclear and non-nuclear experience. The first is a 21-month tour in a conventional ship where SWO(N)s qualify as Surface Warfare Officers and acquire the basic skills needed for success in future assignments. Because their second tour is in Reactor Department on a nuclear powered aircraft carrier, SWO(N) divos should be assigned topside division officer assignments during their first tour per MILPERSMAN article 1301-223. If an unusual circumstance precludes assignment of a SWO(N) to a topside billet, we ask that the ship's XO contact the SWO(N) detailer to discuss the situation and the ship's plan to ensure the officer acquires the experience needed to serve as a future topside Department Head. Following this first tour, SWO(N)s attend 13 months of nuclear propulsion training and then serve a second division officer tour onboard a CVN where they build their engineering expertise.

There is no truth to the persistent rumor that SWO(N)s get transferred from their first division officer tours immediately after SWO qualification and well before their PRDs. We do however periodically get requests to extend an officer onboard beyond 21 months. Extensions up to 24 months are occasionally possible but require advance planning and consideration of each officer's career timing. The impact of a longer tour is a shorter window for shore duty after the CVN division tour and before heading to Department Head School at no later than 7.5 years of commissioned service.



FY11 NROTC Grads Commissioned to the Inactive Ready Reserve (IRR)

Some FY11 NROTC midshipmen graduating on or after Dec. 1, 2010 may be commissioned into the Individual Ready Reserve (IRR) with planned commissioning to active duty after an average of five months, but not to exceed 12 months of IRR service. The initial implementation could affect some NROTC midshipmen across all URL designators graduating on or after Dec. 1, 2010 and is expected to remain in effect until further notice. (All FY11 NROTC midshipmen were notified in April 2010 to provide sufficient lead time for planning).

The measure was put in place to match similar practices of our sister services that routinely commission new graduates in the IRR prior to initial training. The intent is for NROTC midshipmen to be assigned to the IRR for the minimum time possible while awaiting training start dates. In order to facilitate personal planning and predictability, midshipmen can expect to be notified of their training start dates prior to assignment to the IRR. In most cases, the required IRR time will be significantly less than 12 months (average five months). Individual requests to serve for longer periods in the IRR may be considered on a case-by-case basis, but the primary determinate of IRR duration will remain warfare community billet and training requirements.

Surface Warfare Officer IRR activation is not tied to training dates since the majority of our initial training is shipboard. The SWO community intends to limit the time in the IRR as much as possible in order to ensure new Surface Officers are able to commence their careers while their pre-accession training and education is still fresh. FY2011 NROTC Fall graduates who Ship-selected in November can expect to report to their ships in the Spring of 2011.

The Individual Ready Reserve (IRR) consists of individuals who have had training or have previously served in the active duty component or in the Selected Reserve. They receive no pay and are not obligated to take part in any military activities. Upon commissioning in the IRR, Ensigns remain eligible for vehicle decals, commissary and Navy Exchange privileges, use of Morale, Welfare and Recreation (MWR) programs, and enrollment in the Tri-Care medical and dental programs. More information can be found at: <http://www.navyreserve.com/about>

PERS-413 Placement



Surface Placement Reorganization

The Surface Placement Branch has reorganized placement responsibilities for ATG/MSB/MCM/PC Commands. The following contact information is provided:

413	Branch Head/ATG	CDR Marc D. Boran
413A	LANTFLT CRUDES/MCM	LCDR Samantha Baldwin
413B	PACFLT CRUDES	LCDR Josh Menzel
413E	MSB/PC & Schools Coordinator	LCDR Ed Angelinas
413F	AMPHIB/MESF/RIVRON	LCDR Bryce Benson

Managing New Accessions

During the month of February, ship selection will occur at the U.S. Naval Academy and NROTC units. You can track the number of billets each ship has available on the PERS 41 website.

<http://www.npc.navy.mil/Officer/SurfaceWarfare/Midshipmen/>

One of the challenges in regards to managing new accessions is finding the right balance with the number of personnel sent to our wardrooms. Additionally, due to stateroom configurations, requests are occasionally received for one particular gender only. For USNA and ROTC graduates, there is no gender restriction during ship selection, so you will receive the number of Officers that choose your command from the selection list. With OCS and redesignations, PERS 41 has more flexibility in assigning officers to help balance each Wardroom.

What schools are available to new accessions? Each new accession can be sent to only ONE course en route to your command. You may submit your prioritized preferences to your Placement Officer, selecting from TTWO, EKMS Manager, ASWO (not ASWE), Legal Officer, and Ammunition Admin, and we will keep these on file for use as new accessions are processed. Every attempt will be made to meet your requests as timing and quota availability allow. However, we also must avoid extended delays in the report date of new accessions because their sea counter/sea pay will not begin until gained aboard permanently. If you desire to stagger your new accession arrivals in order to ensure certain school requirements are met, please work with your placement officer early.

Lastly, with the exception of OCS graduates, we cannot detail new accessions to the SWO Intro course at your Fleet Concentration Area. OCS graduates will attend SWO Intro in Newport, RI following their commissioning. Per CNSF/ATG business rules, all other new accessions need to be attached to the ship and introduced to sea duty prior to attendance. SWO Intro orders should be no cost as the course is held in your homeport. PERS has no budget or to include this course in orders.

Did you know?

SNA Complimentary Membership for NROTC Graduates



SNA offers a 3-year complimentary membership in our association to all NROTC graduates who have decided to join Surface Warfare.

It is very easy for membership to be activate. Each individual just needs to go online, use the membership tab on our website, complete the application form, and enter the promotion code below in the appropriate field and they are done.

Please congratulate each of our future Surface Warfare Officers on our behalf and encourage them to take advantage of this offer. With it begins a career-long opportunity for professional development, education and networking.

WWW.NAVYSNA.ORG

Promotion Code: ROTC2010

PERS-417 Full Time Support (FTS)

The next Full Time Support (FTS) transfer/redesignation board is scheduled for 15 MAR 2011. Those interested in redesignating to the FTS community should visit the FTS Community Management webpage at the NPC website. Here you will find details on application submission, sample applications, sample endorsement letters, and eligibility criteria. NAVADMIN 033/10 announced the board and provides specific information for application submission deadlines, year group limitations, and contact information. There are a couple of frequently asked questions we receive from Officers considering redesignation into the FTS community:

- 1) ***Will I be eligible for active duty retirement benefits as a FTS officer?*** FTS officers receive the same retirement benefits as all other eligible active duty Officers upon completion of 20 years of active duty service.
- 2) ***Am I eligible for the various SWO bonus programs as an FTS officer?*** You are eligible for all SWO bonus programs. You must meet the same requirements and will incur the same obligations as your 1110 counterparts.

For general information about the FTS Surface Warfare community please visit the [FTS SWO Detailing webpage](#). Here you will find links to the 1117 career path, NOSC Command information, as well as general FTS community information and news. As always, please contact the FTS detailers with any questions you may have.

Reserve Component (RC) Affiliations

One measure of Surface Warfare community health is the ability to keep our most talented and brightest Officers on active duty for viable careers in Surface Warfare. Clearly, keeping top quality in the Active Component (AC) remains our priority. However, there is benefit for the Navy writ large in advocacy for Reserve Component (RC) affiliation for Officers who are determined to separate from Active Duty (AC) regardless of the opportunities and incentives offered to them.

RC affiliation offers several important benefits:

- Commissary/Exchange benefits
- Signing bonus for some skill sets
- Supplemental income
- Education assistance through the Reserve Montgomery GI Bill
- Promotions
- SGLI options
- A retirement program
- Travel opportunities
- Two year mobilization deferments (for new RC affiliations, if desired)

The RC affiliation process is linked to the AC resignation process. Once resignation paperwork is approved through PERS-8, Officers can expect to be contacted by the Career Transition Office (CTO). The purpose of the CTO is to contact individuals solely to solicit RC affiliation (using the contact information provided in the resignation paperwork). This engagement by CTO typically occurs weeks or months after resignation paperwork is first submitted and is a great opportunity to learn about RC affiliation.

We recommend that COs continue to emphasize the benefits of remaining in the Active Component, but not overlook the RC as a viable alternative.

For Officers interested in obtaining more information about RC affiliation, waterfront information sessions are available at Fleet Concentration Areas. Upcoming sessions will be announced on the official Facebook page for U.S. Navy Reserve SWO Junior Officers, "Be Your Kind of SWO in the Navy Reserve."

Notional RC Affiliation Timeline

TIME BEFORE SEPARATION	ACTIONS
9-12 months	Officer submits resignation letter.
8-11 months	PERS-8 approves officer separation and notifies service member and CTO.
7-10 months	CTO contacts separating officer, completes Reserve transition screening and educates NAVET on the Navy Reserve.
6 months-90 days	TA coordinates with PERS-8 and separating officer for Reserve oath completion, identifies potential billet through Apply/JO Apply/OCM, identifies local NOSC where officer will affiliate, verifies with CNRFC that billet is valid, ensures all affiliation paperwork with the exception of DD-214 is complete.
<90 days - Checkout / Terminal Leave / Separation	TA prepares bonus paperwork, verifies Reserve appointment / oath is en-route, coordinates with local NOSC to assign officer sponsor, ensures member completes separation physical. Officer signs and returns Reserve officer appointment / oath. Service member attends TAP class, completes DD-214 at PSD, member scans and emails DD-214 to CTO for processing.
Within 24 hrs of separation / upon receipt of DD-214	CTO routes completed affiliation package to PERS-911C
Within 10 +/- business days after separation	Forward completed affiliation package to BUPERS-3 / local NOSC / service member. Service member eligible to drill.

Community Commentary

WHY DO WE HAVE SO MANY FIRST TOUR JUNIOR OFFICERS ON OUR SHIPS?

From identifying leadership opportunities for new DIVO's to managing throughput challenges for qualifications, larger first tour Junior Officer (JOs) complements on ships presents unique challenges: less training time, limited opportunity to lead, and unusual berthing arrangements are but a few. Viewed in terms of SWO Community health, the potential negatives from maintaining a smaller ENS accession level far outweigh these challenges.

From a Community Management standpoint, long-term SWO community health is dependent upon retaining a sufficient number of Officers from a given year group to meet projected annual demands. Most often, this demand is expressed as filling Department Head seats (our critical retention milestone) although we must also maintain a population sufficient to fill billets at all rank levels without excessive surplus or shortage. Each year, requisite ENS accessions are calculated based upon a projected Department Head (DH) inventory requirement that will occur in the eighth Year of Commissioned Service (YCS).

The annual DH requirement is a function of the number of ships in commission (or expected in commission), the break-down of first-tour versus second-tour DH billets on those ships, and the desired DH tour length. This calculation incorporates historical averages for variables such as aggregate retention rates (male = 39.76%, female = 20.88%) and number of SWO-Options (99), as well as variable attrition and incoming/outgoing lateral transfer rates. Often, the variables going into the current calculus change based on programmatic decisions and require modification to an overall accession plan.

At the ENS, LTJG, & LT ranks, current SWO inventory exceeds billet requirements while at the LCDR, CDR, & CAPT ranks, billet requirements exceed inventory.

Another factor in determining the population of first tour JOs on ships is the manner in which Ensigns are apportioned from PERS-41. Until last year, the distribution methodology responded to unit XO demand for accessions without regard for level loading across a ship class. If a particular ship wanted more Ensigns, PERS-41 sent them. Where one CO saw opportunity in a larger Ensign footprint, another might perceive an imbalanced burden for training. In response to fleet feedback centered on leveling the playing field, PERS-41 put controls in place to ensure all ships on the waterfront are within one standard deviation of the class average over the next 12-18 months. It takes the totality of a standard first tour DIVO tour length to completely drive all ships of a class to the class average. The intent is to provide similar burden-sharing among the ships of a particular class and avoid anomalies where a single ship has a disproportionate number of Ensigns.

In conclusion, the current first tour JO manning levels are driven by accessions numbers and throughput considerations. Both factors contribute to community health in ways that will pay dividends downrange. This is particularly evident when viewed against the current shipbuilding plan that includes the addition of several ships - and corresponding growth in Department Head requirements. Put another way, today's (apparent) excess will build the next generation - a necessarily larger generation - of Department Heads who will serve on a greater number of fleet ships.

***For Best Practices on how to deal with larger Ensign numbers on your ship, refer to our FY10Q4 Newsletter!*

Notes of Interest

Admin Boards

13-17 Dec 10	SWO CDR Command (PYG05 Third Look)
3 Feb	USNA Ship Selection
28 Feb - 4 Mar	Mayport
TBD	Spring NROTC Ship Selection
15 Mar	Xfer/Redesig Board

Upcoming PERS-41 Trips

11-13 Jan	SNA National Symposium
24-25 Jan	SWOS
TBD Feb	NPS Monterey Detailing Trip
TBD Mar	SWOS/NWC

NAVADMINs of Interest

245/10	Change to FY11 Tuition Assistance Policy Implementing Quarterly
193/10	Change to Physical Fitness Assessment Documentation on FITREPs
179/10	Updated FY-11 Selection Board Schedule
136/10	Officer JPME CDR Command Assumption Requirement
131/10	Physical Readiness Program Update
049/10	Specialty Career Path Program Expansion

Myth Busters

Department Head School – Backlog?

BLUF: there is no backlog for Department Head School. This long standing SWOS backlog myth is likely a remnant of the disestablished Early Roller program in which some Officers were sent to Department Head School early.

Throughout the course of the year, we have a number of SWOs awaiting DH class at SWOSCOLCOM. Those in a prolonged wait status typically reported early because their previous commands were unable to accommodate stashing them until their SWOS class up date. NPS, for example has very limited stash opportunity and so Officers who graduate and have less than the time required for another full shore tour are sent to SWOS to await DH class-up. This dynamic contributes to a perception of a “backlog,” when it more appropriately represents throughput management at SWOSCOLCOM.

PERS 412 manages Department Head pipeline training using the 7.5 YCS thumb rule for arriving in SWOSCOLCOM. In general, it is best to be in Department Head School at SWOSCOLCOM no earlier than 7.0 YCS mark and no later than 7.5 YCS. This timing provides sufficient latitude to complete en route training (like Dahlgren, e.g.), graduate from Department Head School, and be afforded opportunity to have meaningful FITREPs prior to the O-4/LCDR statutory promotion board. The 7.5 YCS timing mark also maximizes afloat FITREP opportunities prior to XO/CO Fleet Up screening. While every Officer’s timing is somewhat unique, arriving at SWOSCOLCOM prior to 7.5 YCS provides a good benchmark. Some Department Head students will arrive at SWOSCOLCOM slightly beyond 7.5 YCS; however, PERS 412 manages this on a case-by-case basis.

If you have not done so already, take some time to review the SWO XO/CO Fleet Up Career planner to refresh your understanding of career timing. Include your spouse in the planning process, as well as your chain-of-command. Call your Detailer if you have questions. This planner is a great tool to visualize your career and family plans. Even those set on getting out of the Navy can benefit from reviewing this tool.



PERS-41 Contact Information

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